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KTOM - ch. 5.100. Gold, Silver, Bronze - Public Safety Command Structure

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For information regarding this policy, contact K Criminal Operations at 780-412-5467.

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1. General

1. 1. Gold-Silver-Bronze Command (GSB) is a command and control system which clarifies reporting lines and accountability that is based on roles rather than rank. GSB is primarily used for police-led events but it can be used in conjunction with Incident Command System (ICS) or other incident management systems, where the police are a component of the Operations Section. It does not supplant or replace ICS or other incident management systems, particularly in cases where it is more appropriate to create a Unified Command or where the police do not have the primary incident management role.

1. 2. GSB Command provides a framework for delivering a strategic, operational, and tactical response to an incident or operation. It also allows processes to be established that facilitate the flow of information, and ensures that decisions are communicated effectively and documented as part of an audit trail.

1. 3. GSB Command may also be used to manage multiple police operations within a single event (e.g. a complex, coordinated terrorist attack where there might be need for Critical Incident Command, Public Order, and a Major Crimes Investigation).

1. 4. GSB Command may also be used within the Incident Command System, where it does not impact on the overarching ICS command structure initiated at the Municipal, Provincial or National level.

1. 5. GSB Command is not intended to replace existing roles or responsibilities within the RCMP. It is to provide structure, clarity and accountability in relation to command for specific events that are outside of normal operations and/or multiple jurisdictions.

1. 6. GSB Command is made up of three basic tiers; Gold, Silver, and Bronze command:

1. 6. 1. Gold Command sets the strategic objectives of the operational plan, establishes tactical boundaries, has oversight and overall command responsibility, and assigns the Silver Command(s). There is not normally more than one Gold Command.

1. 6. 1. 1. Gold Command will be assigned based on jurisdictional impact:

1. 6. 1. 1. 2. Where there is a District-wide impact affecting multiple Detachments, Gold Command will be assigned by District; and
1. 6. 1. 1. 3. Where there is a Detachment impact or an impact to multiple units within a Detachment, Gold Command will be assigned by the Detachment Commander.
1. 6. 2. Silver Command prepares the operational plan, commands the event, and assigns the Bronze Command(s), in accordance with the strategic and tactical boundaries set out by Gold Command.
1. 6. 3. Bronze Command controls the resources in their assigned geographical or functional area of responsibility. Bronze Command will prepare tactical plans unique to their assigned responsibilities.

2. Roles and Responsibilities

2. 1. Gold Command responsibilities:

2. 1. 1. Assumes overall strategic command of the incident or event and sets the strategic goals for Silver Command.
2. 1. 2. Gold Command is accountable to the senior management or, if established, a joint management team (e.g. A Gold Commander for a Detachment-level event is accountable to the District Management Team).
2. 1. 3. Establishes, reviews, and updates the policing strategy for an incident or event.
2. 1. 4. Establishes and communicates the strategic and tactical framework to the Silver Commander.
2. 1. 5. Maintains strategic oversight, and as such, should not become drawn into making tactical level decisions. Gold Command should be accessible to the Silver Commander, but is not normally on site during an event.
2. 1. 6. Ensures that the strategy for the operation is documented to provide a clear audit trail, including any changes to that strategy.
2. 1. 7. Ensures that the strategic direction aligns with relevant legislation and RCMP policies (e.g. the Criminal Code, the Canadian Charter of Rights and Freedoms, the RCMP Incident Management Intervention Model).
2. 1. 8. Ensures that decisions and direction are documented in an event log, form [KD5491](#).

2. 2. Silver Command responsibilities:

2. 2. 1. Assumes operational command over the incident or event.
2. 2. 2. Employs, as required, subject matter experts in a tactical advisor or Silver Deputy Command role.
2. 2. 3. Develops and coordinates the Public Safety Operational Plan on form [KD5468](#) in order to achieve the strategy set by the Gold Commander within the defined parameters.
2. 2. 4. Develops the Silver Command structure and ensures sufficient resources for the incident or event.
2. 2. 5. Assesses the available information and intelligence to properly evaluate the threat, vulnerabilities and risk.
2. 2. 6. Be suitably located in order to maintain effective operational command of the incident or event.
2. 2. 7. Ensures that decisions and direction are documented in an event log, form [KD5491](#).
2. 2. 8. Ensures that the tactics employed by Bronze Commanders meet the strategic intention and constraints of the Gold strategy.

- 2. 2. 9. Considers the wider public safety and evidentiary implications of using certain tactics.
- 2. 2. 10. Manages and coordinates, where required, multi-agency resources and activities before, during, and after an incident or event.
- 2. 2. 11. Ensures that the scale and tactics of any deployment are proportional to the level of threat faced.
- 2. 2. 12. Ensures that an After Action Report is completed in a timely manner on form [KD5486](#).
- 2. 2. 13. Ensures that the operational plan aligns with relevant legislation and RCMP policies (e.g. the Criminal Code, the Canadian Charter of Rights and Freedoms, the RCMP Incident Management Intervention Model).
- 2. 3. Bronze Command responsibilities:
 - 2. 3. 1. Assumes tactical control over their functional or geographical area.
 - 2. 3. 2. Implements the Silver Commander's Operational Plan by using appropriate tactics within their geographical or functional area of responsibility.
 - 2. 3. 3. When directed by Silver Command, prepares a Bronze Tactical Plan on form [KD5495](#).
 - 2. 3. 4. Ensures resources within their area of responsibility are briefed and understand their role, responsibilities and constraints.
 - 2. 3. 5. Be suitably located in order to maintain effective tactical command of their area of responsibility.
 - 2. 3. 6. Ensures that decisions and direction are documented in an event log, form [KD5491](#).
 - 2. 3. 7. Ensures new emerging information or intelligence is passed to the Silver Command.
 - 2. 3. 8. Conducts a debriefing with their assigned personnel at the end of the deployment.
 - 2. 3. 9. When required by Silver Command, prepares an After Action report on form [KD5486](#).

3. Transfer of Command

- 3. 1. Any transfer of any Command (e.g. at the end of an operational period), is to be clearly documented on an event log, form [KD5491](#).

4. Training and Command Assignments

- 4. 1. The GSB Command structure is role rather than rank specific. Command roles will be assigned based on the individual member's relevant training, subject matter expertise and demonstrated decision making abilities.
- 4. 2. The Criminal Operations Officer is responsible for identifying and maintaining a pool of pre-approved Gold, Silver and Bronze Commanders for Division and District level events. For Detachment level events, Detachment Commanders may assign Gold and Silver Commanders.
 - 4. 2. 1. The Criminal Operations Officer when selecting District or Divisional Gold and Silver Commanders will consider the following:
 - 4. 2. 1. 1. Proven decision making ability in fluid and dynamic situations,
 - 4. 2. 1. 2. Relevant GSB Command Training,
 - 4. 2. 1. 3. Other command training, e.g. Team Commander, ICS, or CIC training;
 - 4. 2. 1. 4. Relevant Experience, e.g. prior experience or major event planning; and

4. 2. 1. 5. Specialized knowledge or skills specific to the event, e.g. National Security.

4. 3. The Criminal Operations Officer may establish a committee to evaluate and assess potential Commanders based on the criteria identified above.

5. GSB Coordinator

5. 1. The "K" Division Criminal Operational Officer will assign a person or unit to be responsible for managing the Divisional GSB program to have the following duties and responsibilities:

5. 1. 1. Coordinate Gold, Silver, and Bronze training;

5. 1. 2. Keep a record of all the selected GSB Commanders and their areas of expertise; and

5. 1. 3. Keep a record of all GSB events with a District or Division impact.

References

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